Artist Doreen Calhoun lives in the Adirondack foothills. She loves her home and spending time with her family, especially summers at camp on the Great Sacandaga Lake. Doreen draws much of her inspiration and knowledge from nature and her surroundings, despite her visual limitations. She is very intuitive and displays a keen sense of knowledge about her surroundings. Doreen attends art and pottery classes at the Paul Nigra Center for Creative Arts and at the Creative Expressions Studio in Gloversville, New York.

Doreen has exhibited in several art shows across New York State, has received awards and has sold several pieces of art over the past five years.

Doreen finds art to be a positive outlet for her endless amount of energy and creativity, and appreciates much value from her artistic gifts.
2018 Annual Conference Schedule  ▪  April 10th – April 13th

POWER OF THE PAST  •  FORCE FOR OUR FUTURE

TUESDAY, APRIL 10TH

Pre-Conference Session
12:00 p.m. – 5:00 p.m.
11:00 p.m.  •  Registration Opens for pre-conference
3:00 p.m.  •  Conference Registration opens in the hotel lobby
6:00 p.m. – 9:00 p.m.  •  Dinner on Your Own
9:00 p.m.  •  President’s Reception

WEDNESDAY, APRIL 11TH

Start of Conference
8:00 a.m.  •  Registration & Tradeshow Opens
9:00 a.m.  •  Welcome & Keynote Speaker
10:45 a.m.  •  Break
11:00 a.m. – 12:00 p.m.  •  Session I
11:30 a.m. – 1:00 p.m.  •  Lunch
1:15 p.m. – 2:30 p.m.  •  Session II
2:30 p.m. – 2:45 a.m.  •  Break
2:45 p.m. – 4:00 p.m.  •  Session III
4:15 p.m. – 5:30 p.m.  •  New York Alliance Policy Forum and Annual Meeting (Dollar East & Dollar West)
5:30 p.m.  •  Pre-Banquet Reception (Caldwell’s)
7:00 p.m.  •  Banquet Dinner/Annual Excellence Awards (Conference Center):
10:00 p.m.  •  Relaxing in Caldwell’s, Music in Mr. Brown’s

THURSDAY, APRIL 12TH

7:00 a.m.  •  New York Alliance Fun Run
8:00 a.m.  •  Registration & Trade Show Open
9:00 a.m. – 10:30 a.m.  •  Session IV
10:30 a.m. – 10:45 a.m.  •  Break
10:45 a.m. – 12:00 p.m.  •  Session V
11:00 a.m. – 12:45 p.m.  •  Executive Lunch Session (Bus to depart at 10:45 a.m.) Club Grill
By invitation only.

11:30 a.m. – 1:00 p.m.  •  Lunch
1:15 p.m. – 2:30 p.m.  •  Session VI
2:45 p.m. – 4:00 p.m.  •  Session VII
4:15 p.m. – 6:00 p.m.  •  Art Exhibit & Reception
5:30 p.m.  •  Regional Gatherings
6:00 p.m.  •  Dinner
9:00 p.m.  •  DJ/ Karaoke Dance Party

FRIDAY, APRIL 13TH

8:30 a.m.  •  Closing Remarks
Fun Run Awards
Raffle Drawing
Award Winning Closing Keynote
(Breakfast served in the conference center)
Workshop Tracks

In preparation for our annual event, New York Alliance’s Conference Committee identified a variety of workshop “tracks” that address the most pressing information needs of our members. After much discussion, the tracks were identified and agencies were invited to submit presentations that relate to one or more subject areas and demonstrate the way(s) in which we can improve the ongoing supports to people with ID/DD and develop new ideas which address their new and/or emerging needs. After each workshop description the track will be listed to aid you in your attendance choices.

- Administrative/Executive/Finance
- Aging
- Assistive Technology
- Autism
- Behavioral Supports
- CQL
- Children’s Services/Supports
- Community Options
- DSP Core Competencies
- Employment
- Forensic/Complex Populations
- Health & Wellness
- Innovation
- Leadership
- Mergers & Collaborations
- Self Direction
- Technology
- Workforce
- Other

HONORING INDIVIDUAL EXCELLENCE

At this year’s conference, New York Alliance is delighted to honor our 2018 Excellence Award Winners.

Join us as we recognize and honor those individuals who exemplify the theme of working tirelessly and with great passion to improve the lives of people with disabilities. New York Alliance’s Annual Excellence Award will be given to those that share our quest for innovation, choice and community.

Excellence Awards sponsored by Foothold Technology
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*Program Book co-sponsored by Tomorrow and Relias*

*Equipment for the Conference sponsored by College Meat Center, Inc., Interior Resources, MARIST and Scioto*
GENERAL INFORMATION

FACILITY

ACCESSIBILITY. The Sagamore Hotel is listed in the historic register. As a result, changes to allow easy access to the main hotel building are not permitted. Both New York Alliance and the Sagamore Hotel are available to assist you in finding the least restrictive route to workshops.

MEDICAL ASSISTANCE. If medical assistance is required, please call the Sagamore Hotel front desk (dial “0”) for emergency medical assistance, local facilities and/or physicians in the area. Glens Falls Hospital is the nearest hospital and is 20 minutes away.

PARKING. Parking is available on the lower levels of the grounds by turning left after the guard booth or in an overflow lot located ½ way up the hill on the right past the guard booth. Individuals not moving their cars are encouraged to use these spaces. There is a path to the conference center and main hotel from these sites.

RESTAURANTS. All restaurants except for Club Grill are located in the hotel. The following venues are available for meals during the conference:

- Breakfast: daily 6:30 a.m. – 9:00 a.m. at La Bella Vita, Mr. Brown’s Pub.
- Lunch: Wednesday and Thursday 11:30 a.m. at Caldwell’s, La Bella Vita, Mister Brown’s Pub; Friday 11:30 a.m. at Mr. Brown’s Pub.
- Dinner: Tuesday 6 p.m. – 9:00 p.m. at La Bella Vita, Mr. Brown’s Pub; Wednesday 7:00 p.m., Banquet Dinner served in the Ballroom; Thursday 6 p.m. – 9:00 p.m. (reservations are required) at Club Grill, La Bella Vita, Mr. Brown’s Pub.

Please Note: If you are registered at the Sagamore, your Meal Plan includes the Banquet Dinner. If you choose not to attend the Banquet Dinner and eat at another Sagamore restaurant, you will be charged for that meal.

SMOKING POLICY. The Sagamore main hotel, restaurants and event and conference centers are smoke-free environments. A smoking area will be designated for the parties on Wednesday and Thursday nights.

TRADE SHOW

We are pleased to have representatives from a number of companies join us this year to present their products and services. Vendor participation enhances the conference and helps keep registration fees low. Help New York Alliance promote the trade show by visiting the Trade Show floor on Wednesday and Thursday. We ask that you adhere to the following guidelines when visiting our vendors:

- Refrain from visiting the vendors until they open at 8:00 a.m. on Wednesday and/or Thursday.
- Stop at each table and talk with vendors about their product or service; discuss how you use or could use their product or service. If product samples or conference giveaways are available, please take only one of each as supplies are limited.
- At the end of the Trade Show, most vendors are happy to give away extras of their display items. If you want additional items, speak with the vendor and make arrangements to pick them up at the end of the show.

CONTACTS

PRESENTATIONS. All available PowerPoint presentations will be posted on New York Alliance’s website upon conclusion of the conference at www.nyalliance.org.

SPEAKERS/PRESENTERS. Within the conference program, each speaker/presenter/workshop description will provide a primary contact email address that attendees can use for continued networking.

TRADE SHOW VENDORS. For a complete list of vendors and e-mail contact information, see page 44.
New York Alliance 2018 Annual Conference Committee, Board of Directors and Staff

2018 Annual Conference Committee

Joy O’Shaughnessy
Chair, East End Disability Associates

Lisa Mount
Staff Liaison

Regional Members:
Gerard Finn, Abbott House
Cindy Mowris, Anderson Center
John Debiase, ANIBIC
John Downey, Cardinal McCluskey
Sue Schmidt, Catholic Charities
Angela Rosen, Community Options
Deb Rowell, CWI
Matthew Kuriloff, East End Disability Associates
Trish Jones, ILA
John Glode, Liberty ARC
Antoinette Smith, Life’s WORC
Doreth Edward, Mercy Home
Cherie Sardella, OCO
David Mack-Hardiman, People, Inc.
Paca Lipovac, Richmond Community Services
Anthony Hanson, Saratoga Bridges
Libby Hammkecker, Schobarie ARC
Jajaida Gonzalez, Services for the Underserved
Mary Brady, YAI

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Kate Connally, Assistant Director of Events, Business Relations & Administration
Susan Kittle, Senior Director of Member Engagement
Tuesday, April 10th

2018 Pre-Conference • Leading Successful Change

This year’s Pre-conference sessions will provide three tracks of presentations (one that is invitation only) that all address the need to cultivate and develop leadership in the work being done in your organization. Whether you are looking at the leadership needed to transform your agency, developing new and emerging leaders or learning what research and best practices exist that facilitate leadership success, this PreCon is not to be missed! Come to learn and share and reflect on your own leadership journey during this session.

All Pre conference participants will take part in the exciting opening keynote and in the closing presentation. In between there will be three separate breakout tracks. They are:

- Innovation & Employment
- Developing Leaders
- University of Delaware Leadership Institute graduates

Schedule

11:00 a.m. – 12:00 p.m.
Registration and pick up of box lunch

12:00 p.m. – 12:15 p.m.
Introduction • Ann Hardiman, President & CEO and Michael Seereiter, COO
  - The New York Alliance for Inclusion and Innovation

12:15 p.m. – 1:00 p.m.
Keynote From Inspiration to Reality: Maintaining the Motivation • John Robinson, CEO, Our Ability

The synergy created when surrounded by like-minded, positive and energetic colleagues at conferences or meetings can leave you feeling empowered and armed with renewed commitment and certainty that you will able to accomplish anything. Too often, however, that enthusiasm gets derailed when returning to the office to deal with the paperwork, regulations, staffing and other management issues. How do you maintain the energy and motivation necessary to lead and inspire others?

John Robinson, Our Ability CEO, will share his vision of diversity in the workforce that includes people with disabilities across all industries and at every organizational level. His commitment to this goal stems from a firmly held belief that employment can be a vehicle to achieve many life goals. Having successfully engaged thousands of people he has encountered in his work, John will share what inspired his vision, how he handles set-backs, and what keeps him motivated to move forward.

1:00 p.m. – 1:15 p.m.
Transition to Track Presentations
**DEVELOPING LEADERS**

1:15 p.m. – 2:00 p.m.
The Evolution of Leadership — A Personal Reflection
- Christine Reinhard, M.A., M.S., ACC, Executive Coach, Chrysalis Coaching

2:00 p.m. – 3:00 p.m.
The National Alliance for Direct Support Professionals and the Mid-Hudson Training Collaborative
- NADSP’s Frontline Supervision Curriculum: From Management to Leadership

3:00 p.m. – 3:45 p.m.
Emotional Intelligence and Leadership: Do you deal with your emotions logically?
- Ennio Ammendola, MA, MHC, Assistant Director for Psychological Services, Innovative Resources for Independence

**INNOVATION AND EMPLOYMENT**

1:15 p.m. – 2:15 p.m.
Transformation — what does it REALLY LOOK like?
- Panel Presentation: Arc of Erie County, Arc of Madison-Cortland and Jawanio –

2:15 p.m. – 3:00 p.m.
College and Customized Employment: The Route to a Career for People with Autism
- Fredda Rosen, Executive Director, JobPath

3:00 p.m. – 3:45 p.m.
Leveraging Employer
- Dick Venne, President/CEO, Viability –

**UNIVERSITY OF DELAWARE LEADERSHIP INSTITUTE** *(BY INVITATION ONLY)*

1:15 p.m. – 3:45 p.m.
- Caitlyn Bailey, Director of Research and Evaluation, University of Delaware Leadership Institute Graduate Discussion – University of Delaware Leadership Graduates from New York State are invited to network with other graduates to discuss their leadership successes, barriers and challenges.

All Participants

3:45 p.m. – 4:00 p.m.
Transition to closing presentation

4:00 p.m. – 5:00 p.m.
Closing Presentation Leading Successful Change
- Caitlyn Bailey, Director of Research and Evaluation, University of Delaware

During this presentation, Caitlin Bailey, Director of Research at the National Leadership Consortium, will share evidence-based practices in leadership that facilitate successful organizational practices and change. This presentation will use findings from the National Leadership Consortium’s ongoing research study focusing on what it takes for leaders to successfully lead their organizations to adopt, design, transform and provide high quality, individualized services and supports. The presentation will conclude with strategies that New York leaders have shared and developed to continue the movement towards person-directed services in New York.

...continues on page 8
Developing Leaders

Chris Reinhard – The Evolution of Leadership – A Personal Reflection

In order to continue to be relevant and effective as leaders we need to change and evolve throughout our career. Where we begin as leaders is very rarely where we end up. Rather than worry that we are not remaining true to our style or philosophy of leadership, we should embrace these changes as a sign of our growth as a leader. During this presentation I will discuss my own experiences and evolution as a leader relative to changes in my style, abilities, challenges and priorities. I will share lessons learned, qualities that have been critical throughout my 30+ years in various leadership positions, including maintaining a sense of humour and integrity, being a leader rather than just a manager and the importance and quality of interpersonal interactions. I will also share how I have applied Stephen Covey’s principles of Live, Love, Learn and Leave a Legacy to my career. There are unique issues and myths that apply to women in leadership positions. While we have made strides in this area, I will discuss some of these issues and strategies for overcoming them and increasing the likelihood that you will have the opportunity for further career growth. I will share candidly with the audience my journey as a leader in the hopes that it will assist emerging leaders in understanding what to expect in their own future.

The National Alliance for Direct Support Professionals and the Mid-Hudson Training Collaborative – NADSP’s Frontline Supervision Curriculum: From Management to Leadership

It took two years but the National Alliance for Direct Support Professionals (NADSP) unveiled a robust Frontline Supervisor Train the Trainer curriculum. The material in this curriculum is rooted in the NADSP Direct Support Professional Competencies, The National Frontline Supervisor Competencies, The NADSP Code of Ethics and many other validated and research-based components. The NADSP Frontline Supervisor Train-The-Trainer Curriculum: From Management To Leadership helps organizational trainers equip Frontline Supervisors with the tools and skills needed for on-the-job success. Trainers will utilize comprehensive e-Learning curriculum, developed through a dynamic online platform, with multimedia integration, surveying features, interactive components, and the capability for course content to be updated in real-time. In early 2017, six provider organizations in the Hudson Valley formed a training collaborative and approached the NADSP about piloting the curriculum with them. Using a collaborative approach, training & senior management staff from these agencies learned how to best roll-out the extensive material and create a plan to facilitate a comprehensive interagency plan to develop frontline supervisory skills. This session will describe the curriculum and allow for all stakeholders from the six agencies to describe their experiences. We will hear from Executive Directors, Trainers, Learners and NADSP. Come prepared to learn about a model of Frontline Supervisory professional development that we hope will influence positive change and growth for our system.

Ennio Ammendola – Why Emotional Intelligence is Indispensable

Emotions serve important functions and are very necessary. But why exactly do we experience emotions? What role do they serve? Why do we need emotions to become effective leaders? Evidence shows that emotional intelligence quotient (EQ) may be more important than your IQ and is undoubtedly a better predictor of your success, your quality of relationships and your overall happiness. Effective leadership requires self-evaluation of performance and skills while relying heavily on cognition. However, even the best leaders may not consistently recognize their “Emotional Intelligence” (EI). Self-awareness of your EI is both personally beneficial, as well as crucial to the efficacy of your communication and overall leadership abilities. This presentation will unpack what EI is, and how to use it successfully to enhance creativity, improve your approach to supervision and nurture the working relationship.
Panel Presentation: Arc of Erie County, Arc of Madison-Cortland and Jawonio – Transformation – what does it REALLY LOOK like?

This session will share the details of how 3 agencies - Erie ARC, Madison Cortland ARC and Jawonio - have worked to “transform” not only their Workcenter services but the overall way the agency approaches the full array of supports and services each continues to offer people with I/DD.

Fredda Rosen, JobPath – College and Customized Employment: The Route to a Career for People with Autism

Too often, college is not part of transition planning for young people with autism. Job Path’s Life Coaching program is designed to give these young adults the individualized assistance they need to succeed in college. Each attendee is paired with a “mentor”, usually a fellow student, who helps the student organize their work, interact with professors and navigate campus social life. Customized employment is also part of the process, so that each person can find a good job match and launch a career. A great example of collaborative success is Alex who graduated from Adelphi University with a bachelor’s degree in music with the support of his mentor. Shortly after graduation, Alex’s internship at Brooklyn Fire Proof, a production company, turned into a paid job where he now works three days a week as an assistant inventory manager. He also works two days a week at QSAC. In his free time, he volunteers at a non-profit and sings in a choir. With Job Path’s support, Alex lives with two roommates in a 3 bedroom apartment.

Dick Venne, Viability – Leveraging Employer Relationships

This session will describe the development and replication of an award winning employment model that is transforming employment outcomes for individuals with disabilities. Emphasis will be on leveraging employer relationships to offer more and better employment opportunities for individuals with disabilities. Viability is seen as a leading employment service agency for individuals with disabilities throughout the US. With humble beginnings running a sheltered workshop in the basement of a state hospital, the organization has become a national provider and resource to both organizations and corporations looking to expand employment opportunities for people with disabilities. Ten years ago Viability launched a training and placement program with Walgreens in CT Distribution Center. The model has been replicated with many other major employers including Travelers.

University of Delaware Leadership Institute Graduate Discussion

(By Invitation Only)

Caitlyn Bailey, University of Delaware - This session will invite past participants of the National Leadership Consortium on Developmental Disabilities Leadership Institutes to share their progress on their change goals (Leadership Challenges), the catalysts and barriers that have affected that progress and the local and statewide supports that would could help leaders to continue to effect meaningful change within their organizations. Please join us to network with other New York State Leadership Consortium graduates to discuss opportunities for furthering change and innovation.
12:00 p.m. – 5:00 p.m. • Pre-Conference Session

11:00 a.m. • REGISTRATION OPENS FOR PRE-CONFERENCE

4:00 p.m. • CONFERENCE REGISTRATION
Opens In The Hotel Lobby

6:00 – 9:00 p.m. • DINNER ON YOUR OWN

- Pre-Conference Session I sponsored by Bentson Insurance Group
- Pre-Conference Session II sponsored by MITC
- Pre-Conference Break sponsored by Council on Quality and Leadership and Springbrook NY, Inc.
New York Alliance President, Louis Cavaliere, invites you to join him; the Board of Directors; Ann Hardiman, President & CEO; and the New York Alliance Staff at a reception to welcome conference attendees. Complimentary refreshments will be served.

Music at Caldwell’s sponsored by Crown Products
President’s Reception sponsored by Butler Human Services

9:00 p.m. • President’s Reception

Caldwell’s

Come Celebrate the New York Alliance for Inclusion and Innovation
Our Vision, Mission and Values.

**VISION STATEMENT**
The New York Alliance for Inclusion & Innovation (New York Alliance) envisions a society where individuals with disabilities are contributing citizens with equal rights and the ability to live full, productive and meaningful lives.

**MISSION STATEMENT**
To serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them.

We do this through:
- Advocacy
- Education & Training
- Technical Assistance & Practice Improvement
- Advancing Sound Public Policy

**CORE VALUES**

**Community:** We foster choice and independence in diverse, inclusive communities and also inspire creativity and innovation, where people thrive and succeed

**Leadership:** We will build strong coalitions and engage key stakeholders to advocate for all people with disabilities, shape sound public policies which respond to people’s needs and support initiatives which advance positive, high quality outcomes

**Collaboration:** We will purposely develop strategic alliances to ensure that people with disabilities and all stakeholders embrace a truly person-centered system of supports and services

**Integrity:** We believe responsible words and actions which should be held to the highest standards of honesty, fairness, respect and professionalism

**Equality:** We value the rights of all people by fostering equal and fair treatment, respecting ideas and personal values and embracing diversity
Wednesday, April 11th

Start of Conference

8:00 a.m. • REGISTRATION & TRADE SHOW OPENS
Conference Center

9:00 a.m. • WELCOME, OPENING & KEYNOTE SPEAKER
Conference Center

Welcome
- Louis Cavaliere, President of the Board, New York Alliance
- Ann Hardiman, President & CEO, New York Alliance

Opening
- Kerry A. Delaney, Acting Commissioner, NYS Office for People With Developmental Disabilities

Keynote Speaker
- Lou Rajda, Speaker, Author, Coach

Dancing in the Rain - How to Thrive in Changing Times
Lou speaks on a wide variety of topics centered around the idea that our humanity is a mutually inclusive gift that we offer each other. His talk will inspire you to reach for your highest potential in life by leading you to discover their inner "Ubuntu" — the African philosophy of humanity toward others and inclusive kindness as a way of being.

Lou will focus his presentation on change and how to thrive with change coming at us from many directions. This presentation is designed to help conference attendees drive higher performance despite inherent challenges in the industry. This inspirational address will center on the following five pillars: (All) Bellevue

1. Appreciative Inquiry - building on what already works!
2. Revisiting the WHY behind what we do
3. Embracing CHANGE!
4. Collaborative Leadership
5. Going the Extra Mile!

“Lou is a very inspiring speaker who can galvanize people by connecting their core values and issues that they care about. He has the ability to profoundly alter how people think about leadership and social justice issues.”

Keynote Speaker sponsored by eVero, co-sponsored by Lamb Financial Group

10:45 a.m. • BREAK
Break sponsored by Majestic Foods, Inc.

WIN A TWO-NIGHT STAY AT THE SAGAMORE!
Raffle tickets can be purchased $3.00 each or four for $10.00 at the conference registration desk.
Drawing will be held on Friday morning following the closing presentation.

Lou Rajda
1. NYS Office for People With Developmental Disabilities – Fiscal Policy Update
   - Jay Kiyonaga, Deputy Executive Director, NYS OPWDD
   - Kevin Valenchis, Deputy Commissioner, NYS OPWDD

Key officials from the NYS Office for People With Developmental Disabilities will share the highlights of the 2018-19 State budget for intellectual and developmental disabilities services and provide specific updates related to new and ongoing initiatives, wage increase calculations as well as rate setting and the future of rate rebasing. The fiscal policy components of the upcoming transition to care coordination organizations/health homes and the move to managed care will also be explored. Time will be allotted for Q&A.

2. Preparing Valued Team Members for a Bright Future
   - Dr. Christopher Long, FREE, clong@familyres.org
   - Carolyn Jankowski, FREE, Carolyn.jankowski@stonybrook.edu

This session will show how Family Residences and Essential Enterprises, Inc. and Stony Brook University collaborated on specialized training and customized degree programs for its valued team members, opening doors to career advancement. This collaboration supports FREE’s mission to provide professional development for its employees and creates a pathway for a long term career in human services.

We will discuss how this collaboration was formed and engage conference participants to consider key issues when developing training programs according to core competencies and the agency’s mission. We will also explore the process and how it might lead to the creation of new innovative projects in the future. Developing a customized curriculum and providing support and flexibility for the working adult student are important aspects of partnership programs. Learn how these factors generated a series of noncredit courses leading to badges (micro-credentials), and specialized graduate programs offered at the agency’s workplace.

FREE is re-engineering itself into a learning organization and creating opportunities for career development and advancement at the workplace. As stated in their strategic plan, “It is only through a well informed and skilled team that we are able to provide the highest possible quality of supports for the individuals we serve.” This opportunity is viewed by staff as a valuable agency benefit that confirms FREE’s commitment to also supporting their employees through educational opportunities. (Innovation for Recruitment, Staff Retention, Workforce) Nirvana
3. The I/DD/CW Collaborative Journey

- Jill Gentile, NY Foundling, jill.gentile@nyfoundling.org
- Keith Little, NY Foundling, keith.little@nyfoundling.org
- Beth Finnerty, NY Foundling, beth.finnerty@nyfoundling.org

In 2012, we created the I/DD-Child Welfare Collaborative (a 501(c)3) of ten agencies who provide Intellectual and Developmental Disability as well as Child Welfare services across New York City and Long Island along with Westchester, Rockland, and Orange counties. In total, we have an annual budget of almost $900 million and serve approximately 3700 people in our Developmental Disabilities programs. These individuals span the full continuum of developmental, medical, and behavioral needs. The mission of the Collaborative, which is a 501(c)3, is to identify and implement innovative solutions, best practices, and synergies so that we can most effectively and efficiently serve the individuals with I/DD in our care.

This presentation will take you on the journey on how this collaborative created strategic goals that focused on Program Innovation, Operational efficiencies, Workforce Initiatives and fiscal sustainability through work groups that included over 60 members from the 10 agencies. Moving these goals from strategy to action. Maintaining the synergy that allows for innovation and best practices that allows for providing optimal care for the individuals we serve. We will also outline the collaborative’s strategy to remain competitive in the new environment, looking for solutions for some of the fundamental issues in the overall service model and ensuring that we are ready to operate optimally in the new service environment in NY State. (All) Wapanak

4. Give Your Agency An Edge! Why Everyone Benefits By Developing Quality Staff

- Victoria Rossi, Anderson Center for Autism, vrossi@andersoncares.org
- Cindy Mowris, Anderson Center, cmowris@andersoncares.org

The Anderson Center for Autism thoroughly invests in the training, growth, and professional development of their staff. The agency believes that such an investment is vital, as skilled staff equates to more enhanced supports for the individuals being served. Employees that are satisfied will typically show higher buy-in to agency programs and initiatives. In this presentation, we will discuss specific ways in which you can give your agency an edge by improving how staff is provided the resources needed to meet the ever-changing demands of the human services field.

(Autism, DSP Core Competencies, Staff Retention, Technology, Workforce) Triuna

Objectives

- Discuss the benefits for organizations to invest resources into their staff and how this investment positively impacts the agency, staff, and individuals served
- Describe the Anderson-specific processes and programs that have been developed and how various groups of staff benefit from such initiatives
- Using testimonials, statistics and data, show how Anderson has advanced their mission by investing in their staff, via improved retention rates and agency extracurricular involvement and support
5. The Value of Social Capital as we work to change lives in the Person-Centered Model

- Alicia McGath, Edwin Gould, amcgrath@egscf.org
- Matt Beatty, Edwin Gould, mbeatty@egscf.org
- Mark Schwartz, Edwin Gould, mschwartz@egscf.org

The Personal Outcome Measures trainings have started to provide the bridge from the old compliance-based goal writing system into a new powerful person-centered model. This change will require creative thinking and demand more of our frontline staff in the exploration of different social roles. The POMs framework identifies the term “social capital” as the “ties and trust we have with other people including our family, friends, neighbors, social groups, colleagues and service providers.” Research has shown that people with friends and who have various social roles are happier, more productive and are generally healthier than those who are isolated from their community. How do we help individuals with disabilities to first identify whom they want to connect with and how to develop those relationships and social roles? Using the CQL POMs model of interviewing, we can begin to explore these interests, and expose unexpressed desires to connect with family, friends or neighbors from their past communities or possibly seek out new adventures. This presentation will provide a context for how to implement real person-centered planning to help individuals with disabilities find their own social roles outside of the paid provider system, and promote self-determination, confidence and less reliance on institutional systems. (Person Centered Planning) Evelly

6. Supporting People with IDD to be Sexually Consenting

- Consuelo Senior, YAI, connie.senior@yai.org

What does “consent” mean for people with intellectual and developmental disabilities (I/DD)? How can staff support someone to get ready to take the assessment? Who can/should do the assessment? What exactly is assessed? What does this mean in this era of person centered thinking, planning, doing and self-direction? These questions and many more will be answered in this seminar. Everyone has the need to love and be loved. People with I/DD historically have been seen as either asexual or sexual deviants. Like many adults, people with I/DD have the desire to have fulfilling sexual lives. The penal laws in many states require that sexual activity needs to be consenting by the parties involved. This seminar will explore the consent assessment created and used by YAI. Attendees will understand the two types of consents needed, be introduced to and learn how to use YAI’s DVD to provide training for people who are interested in becoming sexually consenting. All actors (except abuse scenes) in the DVD used are people with disabilities. (Self-Direction, Innovation) Dollar East - Hotel

...continues on page 16
11:00 a.m. — Noon • SESSION I

7. Supporting Individuals Through Toxic Relationships
   - Layla Capacì, New Hope Community, lcapaci@newhopecommunity.org
   - Erin Rion, New Hope Community, erion@newhopecommunity.org

One of the most challenging aspects of being a Direct Support professional is watching the individuals we support make poor relationship choices. Many of the folks we work with are engaged in romantic relationships, and like the general population, a percentage of these relationships are harmful to one or both parties. As staff, we have certain obligations to keep the people we support safe while still allowing them to make their own choices. This presentation will explore the following: How to balance our concerns about the individuals’ well-being with making sure people are safe and happy, what we should do when we suspect that someone we support is in a toxic relationship, how to guide someone in their relationship without pushing our own values and beliefs, how to respect dignity of risk while still providing education on healthy relationships, and knowing when to step in. Relationships can be tough for everyone, but this presentation will help answer some of the tricky questions that we face on a regular basis. (Relationships)

Diamond Island - Hotel

8. Ready, Set, Go! Transferrable Concepts for Teaching Transition and Community Integration
   - Shirley Bashioum, In Flight, Inc., sbashioum@inflightinc.org

As people advocate for living and working more independently in the community, preparing the people we support for success through this transition has become more important than ever. With the focus on person-centered planning and community integration being in the forefront of most agencies’ agendas, there is a need for creative ways to ensure that each individual’s personal goals in these areas can be met. In this presentation, the formation of In Flight’s Success Academy for Independent Living (I-SAIL) will be discussed as well as the implications this has on the future of day programming. The process of starting a non-certified program site will be discussed as well as the affect this has had on those supported through In Flight Inc. and the surrounding communities. Examples of the types of activities and community integration projects will be reviewed and the potential future of this program will be examined. (Community Options, Innovation, Self-Direction)

Dollar West - Hotel

9. Supercharge Your Agency: Using Technology to Engage & Develop Staff
   - Liz Smith, Unity House of Cayuga County, Inc., lsmith@unityhouse.com
   - Juliette Palmer, Foothold Technology, Juliette@footholdtechnology.com

As the landscape of health and human services continues to experience massive changes, management teams are being called upon to lead by example and provide more support to staff. Staff at all levels of an organization is seeking additional training opportunities and open dialogue among colleagues. Agencies are being asked to exhibit greater accountability on where and how services are being delivered. In this session, we’ll share some concrete examples of how one agency is embracing technology to create open channels of communication, assess staff and program performance, and encourage professional development while streamlining operations at the same time. Attend this session to learn how a connected, supported staff can help lead to improved outcomes for those you support. (Technology)

Empire-Hotel

11:30 a.m. — 1:00 p.m. • LUNCH
10. Managing the Contradictions of Stability, Innovation and Change
   - Hanns Meissner, The ARC of Rensselaer County, hmeissner@renarc.org

   Being embedded in a Medicaid-saturated environment with its medical modeled, highly prescriptive culture challenges any agency to be person-centered. We need to address and integrate the conflicting values of a flexible work design while retaining some of the stable structures of our legacy organization to prototype innovative support arrangements while remaining viable. This session uses frameworks from polarity management and the competing commitments model to understand how to engender an ambidextrous capacity to dance with the energies of stability while innovating. (Administration, Innovation, Person Centered Planning) Bellevue

11. Connecting Direct Support Professionals: A new way to protect your DSPs from feeling isolated.
   - The Regional Centers for Workforce Transformation

   Come see and hear about DSPconnect - it is a private, online community where people who value supporting people with developmental disabilities can talk to each other, build relationships, understand and share ideas on the important work of Direct Support Professionals. It’s another FREE resource offered to you by The NY Alliance and The Regional Centers for Work Force Transformation that uses technology to keep our DSPs informed, engaged, talking to each other and to you. We will give you information on how you can take advantage of this new platform and also update you on other FREE resources to help build and retain your workforce. (Workforce) Nirvana

12. Wraparound Community Services - An intensive community based alternative to residential care for individuals with disabilities.
   - Gerry Dohrenwend, Cerebral Palsy of Ulster County, gdohrenwend@cpulster.org

   Wraparound Community Services (WCS) was created through Balanced Incentive Program funding. The goal of the program was to provide individuals with disabilities the routine and intensive supports needed to either step down from residential care or to avoid the need to move into a residential program. To date no one participating in WCS services has required placement in residential care.

   Priority one individuals living in the community who present a high risk for residential placement, make up over 60% of the individuals participating in WCS services since the program’s inception. In addition WCS has successfully transitioned over 10 individuals from IRA level care to living independently in the community.

   The session will be devoted to:
   - Program Overview - A detailed overview of this innovative program, process of development and discussion of the certifications needed to provide this service will be presented.
   - Outcomes - A presentation of outcomes related to the first 18 months of program services.
   - Lessons Learned - A review of lessons learned from the launch of the program to present will provide important development tips for agencies who are interested in developing this program. (Administration, Care Coordination, Community Options) Wapanak...continues on page 18
1:15 p.m. – 2:30 p.m. • SESSION II

13. Seven(7) Steps to Mitigating Crisis
   - Chris Lyons, AIM Services, Inc., dlyons@aimservicesinc.org
   - John Rose, MISSIONOMICS & Liberty Enterprises, missionomics@gmail.com

This session will review crisis scenarios and how they could have been mitigated with prior planning and communication.

Presenters will also provide attendees with an assessment tool to aid in identifying potential crisis situations. Further, a review of LIABILITY will be discussed and HOW you might be able to avoid litigation. (Administration) Triuna

14. Wellness through Activity and Technology
   - Sandra Moody, AHRC NYC, Sandra.moody@ahrcnyc.org
   - Phillip Proctor, AHRC NYC, Philip.proctor@ahrcnyc.org

During this presentation we will present information on personal, individualized technology that is being successfully utilized by people we support to improve their health and wellbeing. This includes, physical health, the benefits of which are well documented and known and psychological health via stress reduction and self-calming cues, the benefits of which the people utilizing the technology report to be immense, in that they can participate in more desired activities, develop relationships with others and generally feel better about themselves.

Ranging from Fit Bits to Spire and Inner Balance technology we will provide specific examples of how this has improved quality of life for some people we support through video(s). We will provide a road map to deployment and utilization for some selected technology. While it can take effort to set up and to educate for optimal technology implementation the payoff in fun and return of quality of life improvement investment is priceless! (“Hands on” Examples of How Technology Has Directly Impacted People with I/DD) Evelly

15. Managed Care: May the Life Plan be with You
   - Karleen Haines, Partners Health Plan, khaines@phcares.org
   - Annrose Bacani, Partners Health Plan, abacani@phcares.org
   - Jessica Cannella, Partners Health Plan, jicannella@phcares.org

The Managed Care revolution started in early 2012 with the inception of Partners Health Plan (PHP) and FIDA/MLTC services for adults with I/DD. Offering a robust benefits package, including all OPWDD services, a two-person care team, behavioral health, long term supports and services and comprehensive benefits as detailed by Medicare and Medicaid, PHP has raised the bar for person-centered care.

With the impending 2018 launch of Care Coordination Organizations, PHP has shared the framework for their unique Life Plan, collaboratively created with OPWDD, which is set to replace the current ISP. The Life Plan has reinvigorated the ISP document with its comprehensive “it’s all about me” approach to viewing the entire life of an individual with I/DD instead of compartmentalizing and relegating goals and supports to specific programs, or persons. Connecting the dots that make people who they are in the present, and bringing their hopes, dreams, health and happiness into the future is the crux of the Life Plan making this service document the bridge to the future of enhancing services for those with I/DD. Join us as we walk through the Life Plan side-by-side with the ISP, and highlight similarities and enhancements. (Managed Care) Dollar West- Hotel
16. Supporting End-of-Life Care, Grief, and Bereavement for People with IDD

- Consuelo Senior, YAI, connie.senior@yai.org

This workshop will explore the supports that are needed to assist people with intellectual and developmental disabilities (IDD) in understanding and participating in their end of life planning process. It will dispel commonly held myths about the abilities of this population in understanding their right for information when dealing with their own mortality or the loss of a loved one. A comparative analysis of the plethora of religions and their practices for death and mourning will be explored. Commonalities and differences involved in the handling of this time of life will be highlighted. It will also increase clinicians' and support professionals' knowledge base, which is valuable when supporting others in practicing the rituals associated with his/her spiritual practice.

(Aging) Dollar East-Hotel

17. Building a Toolbox: Communication and Challenging Behavior

- Vivian Attanasio, Services for the UnderServed, vattanasio@sus.org

Unfortunately, most adults with developmental disabilities and other disorders are typically treated with medication for severe challenging behavior without any regards to function or replacement of those behaviors. The purpose of this presentation is to discuss the importance of identifying the correlation between language and problem behavior, identify methods for assessing and teaching replacement behavior through the use of mind training. The impact of such training on the lives of three individuals will be used as a case study. Each case will help exemplify strategies, procedures, and steps to create a working model for participants in their provision of services.

(Positive Behavioral Supports) Diamond Island-Hotel

18. Project Respect

- Jason Marlowe, ARC Herkimer, jmarlowe@archerkimer.org

This presentation focuses on connecting with schools, to change attitudes toward people with disabilities and create a more integrated society. People Are Beautiful (self-advocacy group) will discuss how they challenge students to demonstrate/express what they would do to respect people with disabilities. People Are Beautiful will discuss what they have done to connect with the schools in their community, while encouraging those in attendance to think creatively how they can do similarly.

(Self-Advocacy-Partnership) Empire-Hotel

2:30 p.m. – 2:45 p.m. • BREAK

Break sponsored by Majestic Foods, Inc.
2:45 p.m. – 4:00 p.m. • Session III

**19. Introducing the National Alliance for Direct Support Professionals E-Badge Academy**
- **Joseph Macbeth**, Executive Director NADSP, jmacbeth@nadsp.org
- **John Raffaele**, Director of Educational Services NADSP, jraffaele@nadsp.org

The brand new NADSP “E-Badge Academy” provides a focused and efficient way for direct support professionals to demonstrate the acquisition and development of knowledge, skills and values. The use of electronic badges can help provider agencies to objectively measure and recognize direct support professionals’ progress that may otherwise go unnoticed. Through this innovative “E-Badge Academy”, direct support professionals can earn a wide variety of electronic badges as a demonstration of their efforts, covering core competencies in numerous quality of life areas affecting those receiving human services. DSPs benefit because they are able to demonstrate that they have an up-to-date and relevant skill set, share their professional achievements with peers and employers, build upon their professional portfolio and sharing the value that they bring to their employer, as well as the people supported. So, please join the NADSP and learn all about a system-changing initiative in this informative breakout session.

(All) Bellevue

**20. Effective Managers Foster Retention: A How To Session**
- **Evelyn Alvarez**, HeartShare Human Services, evelyn.alvarez@heartshare.org
- **Dianne W. Henk**, OPWDD, dianne.w.henk@opwdd.ny.gov

The stronger the supervisor, the higher the retention; this has been proven time and again. If you are looking at engaging staff and building commitment for the organization’s mission, managers are the kingpin.

This presentation will focus on how to support and develop strong management and supervisory skills to enhance retention. The session will highlight how targeted training strategies, definition of core competencies for supervisors, potential of accreditation, and a continued development process, have resulted in staff retention and more significant quality outcomes. This session will be highly practical, offering ideas and strategies that participants can utilize in their sites. The session will be both informative and fun!

(Administration, Managed Care) Nirvana

**21. Developing an Emergency Preparedness Program in a Human Services Organization**
- **Thomas Ess**, People, Inc., tess@people-inc.org

This session outlines the steps needed to develop a robust Emergency Preparedness Plan in a Human Services organization. Using the principles from the Harvard Kennedy School Leadership in Crises Program and the lessons learned from the three year development of the People Inc.’s Emergency Preparedness plan, the presentation will provide Administrators insight into what is needed to build organizational capacity for natural or man-made disasters. The program will offer an overview of the FEMA National Incident Management System and Incident Command Structure. In addition, the presentation will discuss the many tools available to help organizations with situational awareness, how to collaborate with first responders, best practices for ensuring all levels of your organization are engaging in preparedness.

(All) Wapanak

- Coralia Ivan-Suciu, IRI, coralia.ivansuciu@in-res.org

The importance of early parental training and its direct impact in teaching children with disabilities appropriate physical boundaries and healthy sexual attitudes and behavior will be examined via case studies. Developmental concomitants such as attachment, separation and individuation, cultural variants and social supports and their role in the formation and maintenance of maladaptive patterns of behavior will also be reviewed. Finally, appropriate replacement behaviors and continuous parental education will be proposed as proactive elements in the prevention of such dysfunctional patterns of behavior from childhood into pubertal years to adulthood. *(Autism) Triuna*

23. Utilizing Personal Outcomes to Improve Person Centered planning and supports

- Mary Kay Rizzolo, CQL, mkrizzolo@thecouncil.org
- Christopher Fortune, CRVI, CQL, cfortune@thecouncil.org
- Steven Vernikoff, Center for Family Supports, svernikoff@cfny.org

Exercising rights and personal freedoms are a natural part of our daily lives. These rights and freedoms include freedom of religion, our ability to choose to engage in political activity including voting. We travel around the community, read our mail and engage in our routines without giving much thought to the rights and personal freedoms these represent. The quality of our lives is related to our ability to access our money, have unrestricted visits from family and friends, have access to food and have privacy.

This session analyzes data from over 1,300 Personal Outcome Measures’ interviews from people with intellectual and developmental disabilities (IDD) in order to examine the impact of having the opportunity to exercise rights on quality of life. In doing so we also examine the impact individualized organizational supports can play in facilitating the rights of people with IDD, and explore the relationships between rights and community inclusion. *(CQL Accreditation & Personal Outcomes, Innovation) Evelly*

24. Virtual Concierge Medicine - Harness the Power

- Mark vanVoorst, ARC NY
- Ned Hirt, The ARC-Lexington, hirn@lexcenter.org
- Keith Algozzine, United Concierge Medicine, kalgazzine@ucmnnow.com
- Mike Bibighaus, United Concierge Medicine, mlibbigaus@ucmnnow.com

The power of 24/7 virtual concierge medical care that is driving positive impact on employees, employers and consumers/clients.

*When applied to:*
- Employees for common to complex illness and injury
- Employers for triage and first aid of employees on the job injuries; and
- People with I/DD as the “go to” providers of medical services for nursing and direct care staff and their patient’s needs and compliance requirements.

Everyone wins!

This panel discussion will include: representatives from a group homes, employer and providers of virtual services. Participants will learn how innovation and technology creates savings, clinical support and satisfaction.

*(Cost Savings, Health & Wellness) Dollar East-Hotel*
2:45 p.m. – 4:00 p.m. • SESSION III

25. Activity Toolbox II
- Jennifer Vogt, Jefferson Rehabilitation Center, jjvogt@jeffrehabcenter.org

This session is a continuation of the Activity Toolbox segment presented at the 2017 Conference. The session that is completely hands on and interactive, where everyone will have the opportunity to learn new ways to engage staff through activities and experiential learning. Everyone that attends will receive a sample booklet of activities as a takeaway. If you’re looking for a way to connect with staff while completing new hire and annual training requirements in a quality fashion, you should attend this session! (Staff Development, Training & Education) Dollar West-Hotel

26. An Interdisciplinary Approach to Person Centered End of Life Care
- Krystin Petzoldt, ARC of Livingston-Wyoming, kpetzoldt@lwarc.org
- Daniel Gallagher, Arc of Livingston-Wyoming, dgallagher@lwarc.org
- Sara James, ARC of Livingston-Wyoming, sjames@lwarc.org

This session will review the person centered end of life care model developed by The Arc of Livingston-Wyoming, Comfort and Support Team (CAST). We will explore CAST Dragonfly which is a social support group for elders that identifies ways in which to talk to adults with I/DD about death and dying, explore and identify values and wishes related to end of life, and create a person centered plan for end of life care. We will also discuss the CAST model, which incorporates information garnered through the CAST Dragonfly process, and uses this information to create a holistic plan for end of life care focused on quality of life, best possible health, and comfort and support in partnership with hospice. In discussing the CAST model we will address common barriers such as the need for ongoing staff training and support, challenges in navigating interdisciplinary care, stigmas and burnout related to providing direct care for dying individuals, and challenges related to regulations and legal requirements. Participants will leave this session with information on how to better implement end of life care within their own agencies. (Aging) Diamond Island-Hotel

27. How You Feel About Where You Work Matters
- Jen Parsons, Lead R2South-Center for Workforce Transformation, jparsons2rcwt@gmail.com
- Regis Obijiski, Consultant and Executive Coach, regis.m.obijiski@gmail.com

How you feel about where you work matters more than you think. It matters especially for staff retention and performance.
We’ve all noticed that our workforce is shrinking before our eyes for many reasons: compensation, demographic shifts, lack of career recognition, organizational culture shortcomings. Those who remain experience fewer people being required to do more of the work. One very effective, inexpensive, and under-utilized strategy to hold on to our staff and increase their competence is how your agency defines and manifests the quality of its culture. We will remind you of what culture is, how to identify what it looks like where you work, why it is uniquely local and universally surrounding, why understanding it matters as much as the air you breathe, and who is responsible for its success. (DSP Core Competencies, Workforce) Empire-Hotel
4:15 p.m. – 5:30 p.m. • NY Alliance Policy Forum & Annual Meeting

DOLLAR EAST & DOLLAR WEST

- Louis Cavaliere, President
- Ann Hardiman, President & CEO

Join Ann, Louis and the New York Alliance Board of Directors as the highlights of this year’s policy objectives are reviewed and discussed. The annual Policy Forum provides the New York Alliance membership with the opportunity to help set the course and offer valuable perspectives on the association’s public policy, State/federal budget and programmatic goals. Wine and cheese will be served.

New York Alliance Policy Forum sponsored by SimplyHome, LLC

5:30 p.m. • Regional Gatherings

- Joint Long Island and Western Regions (see Joy O’Shaughnessy or Doug Digesare for details)

5:30 p.m. • Pre-Banquet Reception

Caldwell’s

Pre-Banquet Reception sponsored by Sheppard, Mullin, Richter & Hampton LLP

7:00 p.m. • Banquet Dinner & Excellence Award

CONFERENCE CENTER

Join us as we recognize and honor those individuals who exemplify the theme of working tirelessly and with great passion to improve the lives of people with disabilities. New York Alliance’s annual Excellence Award will be given to those that share our quest for innovation, choice and community.

Excellence Awards sponsored by Foothold Technology

10:00 p.m. • Relaxing in Caldwell’s, Music in Mr. Brown’s

Music in Mr. Brown’s Pub sponsored by Core Solutions
7:00 a.m. • New York Alliance Fun Run

The New York Alliance 5K Fun Run — Run, Walk, Roll — honors our Direct Support Professionals. The fee is $10 per runner, walker or roller. The proceeds support DSPs around the state. Teams of three to six individuals are encouraged; however, individual participants will be accepted. Prizes for winners will be presented on Friday after the Keynote Speaker.

New York Alliance’s Fun Run sponsored by Rose and Kiernan, and Tulip Travel

8:00 a.m. • Registration and Trade Show Open

CONFERENCE CENTER

WIN AN APPLE iPAD!

Be eligible to win an Apple iPad by visiting each Trade Show Vendor and having them sign the raffle card. Complete the card with your name and agency and drop off at the registration desk. Drawing will be held on Friday morning prior to the closing presentation.

iPad Raffle sponsored by PrecisionCare Software, co-sponsored by Elsevier
28. **We Have Your Back!**
- **Community Players**

The Community Players is a company of people employed by a variety of agencies in the Mid-Hudson Valley. We energetically employ live skits as a means to elicit thoughtful, poignant, lively and provocative discussion surrounding issues that are critical to quality of life for people involved in the human services. Fast paced and realistic scenarios are presented to engage participants, emotionally and intellectually, to collectively evaluate, discuss and ponder the course and results, intended or circumspect, of our actions within our daily work. This session will focus on leadership positions challenges in empowering people we support and Direct Support Professionals in creating cultures that supports the increased liberties espoused in the HCBSW “Final” Community Rule. Join us for a fun learning opportunity full of mayhem! *(All may attend)*

29. **Shared Living**
- **Christopher Liuzzo, New York Alliance, cliuzzo@nyalliance.org**
- **Carol Napierski, New York Alliance, cnapierski@nyalliance.org**
- **Adam Pekor, Sheppard Mullin, apekor@sheppardmullin.com**
- **Brian Aldrich, bag2010@gmail.com**
- **George Garin, ARC of Rensselaer, George.garin@gmail.com**

Brian Aldrich and George Garin have lived together for eight years in a Shared Living/Life Sharing arrangement. Brian once lived in an 8 person group home; George was the house manager. Now, they live in an uncertified setting that is far more about life than it is about services. This session will explore how shared living works and why it as such an attractive alternative to group homes. Participants will also learn about the New York Alliance’s newly launched Housing Resource Center website. *(Shared Living)*

30. **From 17a Guardianship to Supported Decision Making: Options that Support Self-Determination**
- **Larry Faulkner, ARC of Westchester, lfaulkner@arcwestchester.org**
- **Desiree Loucks Baer, NADSP/NY Alliance**

In this presentation Larry Faulkner and Desiree Loucks Baer will talk about the Disability Rights of New York lawsuit and other issues, such as the Governor’s Olmstead Report, challenging the legality of 17a Guardianship and what tools are already available to support people with disabilities to be more self-determining. In addition to an overview of the two health care decision making acts, health care proxy, power of attorney, and others, they will share the work being done by Supported Decision Making NY (SDMNY) to pilot supported decision making as an alternative to guardianship. Larry Faulkner serves as General Counsel for the ARC of Westchester, and the Chair of the New York State Bar Association Health Law Section. He has been working on guardianship reform since 1993 and is part of the SDMNY pilot team. Desiree Loucks Baer works for the NY Alliance and serves as the project lead for the upstate pilot of the SDMNY project. *(All)*
9:00 a.m. — 10:30 a.m. • SESSION IV

31. Board and Executive Director Functionality: A True Dynamic Relationship
   • Tony Thomas, Welcome House, tthomas@welcomehouseinc.org
   • John Rose, Missionomics, missionomics@gmail.com
   • Regis Obijiski, Consultant and Executive Coach, regis.m.obibiski@gmail.com

This session will focus on the relationship of a nonprofit agency and its executive director and board of trustees. We consider this relationship to be essential to a healthy nonprofit. Board of trustees must have 5 essential functions of governance for a nonprofit that also includes evaluation of the executive director. We will dissect these 5 essential functions and provide an assessment tool to participants for evaluating this important relationship. Case studies of dysfunctional nonprofits will also be looked at through the lens of the board/executive director relationship.

Attendees will take away some information on this important area of agency functioning. We often think of the dynamic of the staff-client relationship being the most essential relationship in the agency and it is. But this one often goes overlooked and the health and long term viability of the agency depends on the board and executive director working together in harmony. And when this relationship gets off track (and it will) it is up to the ED to get it back on track. How you do that is very critical to your own survival but to the survival of the entire agency and those you support. (Administration) Triuna

32. Alzheimer’s Disease: Tips and Techniques for Effective Caregiving
   • Teresa Galbier, Alzheimer’s Association, tgalbier@alz.org
   • Toni Sexton, Alzheimer’s Association, tsexton@alz.org

As the IDD/D (intellectual and developmental disabilities and dementia) population ages, the risk of being diagnosed with Alzheimer’s and other related dementias increases. Because of this, caring for those with IDD/D can become challenging. They may become confused and forgetful, unable to follow directions, and anxious and agitated. Understanding the changes that are occurring, adjusting expectations and filling a toolbox full of practical tips and techniques will ensure the person’s full participation in a meaningful and purposeful life.

The Alzheimer’s Association partners with the New York State Office of People With Developmental Disabilities in delivering supports and services to those with IDD/D. Through this partnership we deliver supports and services to people with IDD/D, service providers and family caregivers. Our ultimate goal is to assist the provider system in ensuring a meaningful and purposeful life for the person with IDD/D, ultimately providing them with the opportunity to age in place. (Aging) Evelly

33. Autism with a Side of...
   • Makenzie Sandler, Life’s WORC, msandler@lifesworc.org
   • Carolyn Insigne, Life’s WORC, cinsigne@lifesworc.org

This presentation will explore the aspects of supporting people with Autism Spectrum Disorder and common dual diagnoses. Join us as we dig into Autism and dual diagnoses including Intellectual Disabilities, Anxiety, Mood Disorders, and OCD. The presentation will offer evidence based and innovative treatment approaches as well as engage participants in active brainstorming regarding case studies. It will use current references and provide up to date statistics as well as resources. Also included will be guided practices of coping and mindfulness strategies for people with ASD and dual diagnoses. (Autism) Dollar East-Hotel
34. Medicaid Managed Care: A Case Study
   • Gilbert Louis, IAHD, glouis@iahdny.org
   • Elizabeth Corrigan, IAHD, ecorrigan@iahdny.org
Medicaid Managed Care has the potential to have the kind of disruption that could result in increased clinical and cost effectiveness and better outcomes for people with IDD as well as pose a significant challenge for providers unfamiliar with this different payment and care delivery methodology. Informed by the literature and current trends and practices, IAHD adapted a three phase approach to its readiness efforts: 1) identify markers in the population that may impact cost, 2) begin thinking about risk adjustment, stratification, risk management; and 3) adopt evidence based practices in a targeted fashion. This presentation will focus on IAHD’s experience as the team collected, analyzed, and acted upon the data. Recommendations on the cardinal sins to avoid will be offered.

35. Can’t We All Just Get Along? Succeeding as a team despite ourselves
   • Heather Mendez, The ARC of Orange County, heather.mendez@thearcoforange.org
   • David Strock, HVDDSO, david.strock@opwdd.ny.gov
This workshop is intended to help participants understand that conflict within a team process is natural, normal and expected. Areas of common conflict are explored through interactive exercises which help participants understand that each person has a role, each person has value and can be engaged as a productive member of any team. This workshop is an experiential program where people experience conflict within the session and then through a series of educational exercises learns how to utilize conflict as a positive force within the team process. A model of team cohesion is presented that emphasizes inclusion, clear identification of mutual goals, barriers and skills as well as acceptance that for any team to achieve a goal they need to move forward as one. The skills presented can be implemented immediately so participants leave with a framework they can utilize in their jobs, regardless of job title.

36. Evaluating Person Centered Outcomes 3 years After Closing Goodwill’s Sheltered Workshop
   • Franceska Anilus, Goodwill Industries, fanilus@goodwillny.org
   • Celina Cavalluzzi, Goodwill Industries, ccavalluzzi@goodwillny.org
In 2014 Goodwill closed our Sheltered Workshop and helped the 100 people attending our Site Based Prevoc transition to other services. Three years later we’re evaluating how many people have achieved their goals of employment and / or independence, what’s worked, and what hasn’t. Discussion will include service models we’re using now to serve people in a more person centered way and how the transition from site based to community changed the way we support our DSPs.

10:45 a.m. • BREAK
Break sponsored by United Concierge Medicine
37. NY START – What is Working and What can Improve?
- Sharon Cyrus-Savary, LMHC, SUS;
- Cheryl I. Karran LMSW, Program Director, YAI
- Gary McIntee, NY Start Director, ARC of Chemung
- Kate Bishop, Director of Program Development, Division Person Centered Supports, NYS OPWDD
- Anu Arnold, FREE
- Dr. Amy Cohen Anneling, PhD

NY START is a community-based program that provides crisis prevention and response services to individuals with intellectual and developmental disabilities. From this panel you will hear an update from the various regions where START is operational and from OPWDD on NY START. Speakers will talk about successes and what challenges exist with START. There will be plenty of time for Questions and Answers. *(All) Bellevue*

38. So how do you handle hard talks?
- Peter Smergut, Smergut Consulting, psmergut@aol.com

The presentation leads the audience in an exploration of expectations, blind spots and self-imposed combatant stances evident in most conflicting conversations. It establishes strategies on balancing ourselves to create a win-win scenario. Participants will learn how to get rid of the “but” in difficult conversations and examine what happens when they are ready to resolve an issue and their opponent is not. *(Staff Retention) Nirvana*

39. Community Habilitation; How to Empower Maintain and Achieve
- Nicole Pagano, ADAPT Community Network, abittinger@adaptcommunitynetwork.org
- Kerri Koslosky, ADAPT Community Network, kkoslosky@adaptcommunitynetwork.org

This presentation will take attendees behind the scenes on how a Community Habilitation program is run from imagination to actualization and the systems/tools that are in place to assist in maintaining compliance and safety while also encouraging exposure, education, inclusion and independence.

The Community Habilitation program at ADAPT Community Network is a person-driven, outcome based service tailored to the participants needs, wants, and preferences through the implementation of self-directed valued outcomes/goals. Working together with program participants and their circle of support we create and monitor comprehensive support plans that: identify and attain their goals, create and foster accessibility, opportunity, and independence, as well as be an active participant in their community of choice. *(Community Habilitation) Wapanak*
40. Tech - Give it a Try
   - Tim O’Brien, Liberty ARC, timo@libertyarc.org
   - John Glode, Liberty ARC, johng@libertyarc.org
An agency’s journey into the world of technology has proven to be rewarding. From training to preparing for work opportunities, to living on your own, to reducing restrictions in people’s lives, it has been a truly meaningful experience for those involved. And we are just getting started. Hear what we have tried that has worked, experience hands on what software can do, and let us help you get those “generation X’ers” involved. The constantly evolving world of technology has opened doors for people that would not have been possible just a few years ago. We will share our experiences offering insight on how to make the shift from low tech to more tech as well as some lower cost options to bring you up to speed. *(Assistive Technology) Triuna*

41. Integrating I/DD Services into an OMH Funded Recovery Program - Lessons Learned
   - Joe Zweig, Jawonio, joe.zweig@jawonio.org
   - Mary Hollender, Jawonio, mary.hollender@jawonio.org
Jawonio PROmiSe is an OMH funded PROS program which has incorporated services and curriculum that are specifically designed to address the recovery needs of those with developmental disabilities. These participants, who frequently find themselves caught between the OPWDD and OMH silos are fully integrated into the recovery services that allow and encourage them to develop strategies for community inclusion, advocacy and independence in an environment that is respectful of the challenges they face. As a result of consultation with the commissioners’ offices of both OPWDD and OMH, this program has been in place since August, 2016 and the outcome and process data illustrate the validity of this approach. *(Innovation, Self-Direction) Evelly*

42. What we thought ....what we now know....
   - The National Standards Project - Research Based Interventions for Measurable Outcomes
   - Pattiann LaVeglia, Greystone Programs, plaveglia@greystoneprograms.org
Families, educators, and service providers are constantly bombarded by a massive amount of confusing and often conflicting information about the myriad of treatments available. The National Standards Project is helping to reduce the resulting turmoil and uncertainty by addressing the need for evidence-based practice standards and providing guidelines for how to make choices about interventions. The National Standards Project – Phase 1 and Phase 2 – answers one of the most pressing public health questions of our time — how do we effectively support individuals with autism spectrum disorder (ASD)? The project’s primary goal is to provide critical information about which interventions have been shown to be effective for individuals with ASD. *(Administration) Dollar East-Hotel*
10:45 a.m. – Noon • SESSION V

43. Hoping for the Best, Preparing for the Worst - Handling Crises
   • Justin Crowder, IRI, Justin.crowder@in-res.org

   It’s a random Tuesday, and staff is doing really well assisting the individuals they support. A usually calm individual suddenly becomes aggressive toward two staff members and chaos ensues. Through this presentation and workshop, we will focus on how to prepare for crises that may happen daily and how to stay prepared for that, possibly only once a year, crisis. We will discuss crisis plan development, implementing a crisis plan, and strategies in training staff to decrease crisis chaos. By the end of the workshop, everyone will be well-versed in crisis planing and how to run crisis drills. (*DSP Core Competencies*) Dollar West-Hotel

44. Strategies for Working with People with Profound Disabilities
   • Consuelo Senior, YAI, connie.senior@yai.org

   Adults needing more supports, who function at the profound range, are often perceived as primarily needing “care-taking”. This session will help you learn how to provide supports by exploring, listening to understand, and teaching concretely. This enables staff to enhance abilities, identify and develop interests, make progress and improve informed decision making skills of the people they support. This session includes how to develop functional activities using a multi-sensory approach to learning. Learn how to run effective and productive group activities and how to successfully support people with profound cognitive abilities. (*Forensics/Complex Population*) Diamond Island-Hotel

45. May The Force Be With You
   • Michele Montroy, United Helpers, mmmontroy@unitedhelpers.org
   • Courtney Hewitt, United Helpers, cahewitt@unitedhelpers.org

   In a universe filled with change and transformation, our commitment to supporting people in achieving their hopes and dreams never waver.

   This interactive session will provide insight into engaging teams, leading through change, collaborating and developing survival strategies so that we can continue our legacy of supporting people. We hope to re-focus and re-energize our audience to meet whatever challenges may lie ahead.

   Come and join others who are experiencing changes and share your thoughts and ideas of how change can be beneficial to the journey through the galaxy of transformation. (*Leadership/Managing Change*) Empire-Hotel
Board Room Bloopers – Lessons Learned from an Outside Investigation. Sheppard Mullin attorneys Jack Kiley and Adam Pekor have conducted dozens of outside investigations across a wide range of industries and issues. In 2017, one investigation highlighted several key challenges of nonprofit governance and the risks an agency faces when board strife arises. Using this and other case studies, Jack and Adam will discuss best practices for board governance and how outside investigations can help protect your agency from legal risks.

By invitation only. Buses depart from the main entrance of the hotel at 10:45 a.m. to take individuals to the Club Grill. Lunch will be served at the site.

The Executive Session will feature the opportunity to hear from Katherine (Kate) Marlay, the Deputy Director of the Division of Person Centered Supports and Director of the People First Waiver Implementation Unit, OPWDD, Kate will provide updates in key areas of transformation in the OPWDD system. There will be time for questions and answers and networking with colleagues and friends.

Executive Session and Lunch sponsored by
Enterprise Fleet Management

11:30 a.m. – 1:00 p.m. • LUNCH
46. “Possibility: The Space Between Limits”
   - Pamela Dusharm, COARC, pamela@coarc.org
   - Danielle Palleschi, COARC, daniellep@coarc.org

   “Possibility: The Space Between Limits” is an inspirational documentary produced by Coarc and directed by Sasha Sicurella. This film features men and women with disabilities who have found supportive partners. Thought provoking and authentic, this 30 minute film offers a glimpse of the world of disabilities, while reaffirming the importance of human connection. A moderated dialogue with some of the stars of the film will follow. A private link to the film will be made available upon request. (Innovation) Bellevue

47. The POWER of WE
   - Grianne Vis, IRI, grainne.vis@in-res.org
   - Timothy Coleman, IRI, tim.coleman@in-res.org
   - Diane Taylor, IRI, diane.taylor@in-res.org

   Presenters will review the efforts made to break down barriers between departments to more actively achieve their agency’s operating principles of person first, work as a team, act on evidence and work with a sense of urgency. Outcomes of reduced citations and staff turnover will be demonstrated. Several case studies will be reviewed as a demonstration of the concept of WE. Action steps taken to change the work culture in a small agency to that of the Power of We will be balanced with the continuing challenges of day to day operations inclusive of the challenges and potential pitfalls. (Workforce) Nirvana

48. Taking a Step in the Self Direction
   - Mary Brady, YAI, mary.brady@yai.org
   - Melissa Higdon, YAI, melissa.higdon@yai.org
   - Simja Bezalel, YAI, simja.bezalel@yai.org
   - Howard Sturm, recipient of service from YAI, howard.sturm@gmail.com

   YAI’s Self Direction Service works with people receiving services in various settings: people that live in their family’s home, in a certified residence, and in their own apartment. In all of these settings the YAI agency assisted Community Habilitation services are an integral part of the individual’s support. Over this past two years, the BIP Grant allowed us to look into different ways we can change the lives of people we support, especially those who wanted to live on their own, in the community. The Self Direction budget allows the people to afford rent, utilities and other household expenses. The Community Habilitation worker allows the individual to get the assistance and support that they need during the transition to independent living and into the future. It has been refreshing to work with individuals in this manner. This panel presentation will be given by, Regional Director, Mary Brady, our Broker, Simja Bezalel, one of the people receiving the service, Howard Sturm, and the Community Habilitation staff, Melissa Higdon. We will all explain our individual roles, how it differs from what we have done in the past, and how it works for the individuals that we support. (Self Direction) Wapanak

49. CCO/HH/Managed Care – Update on the
People First Care Coordination Organization
Health Home Initiative

- Joann Lamphere, DrPH, Deputy Commissioner, Division of Person-Centered Supports

New York State is ready to launch the expansion of its health home program to serve people with intellectual and/or developmental disabilities (I/DD) through specialized care coordination organizations. Initial enrollment will begin in July.

To support OPWDD's commitment to helping individuals with I/DD live richer lives, and creating stronger person–centered services, the health home model will provide a strong and stable person–centered approach to holistic service planning and coordination required to ensure delivery of quality care.

It is expected that the delivery of specialized health home services for the I/DD population will be the first phase and foundation for the transition to managed care serving the I/DD population.

Joanne Lamphere will provide session attendees with an update on the transition to CCO/health homes and offer OPWDD's vision for the next phase of the move to managed care. (All) Triuna


- Dena Adler, Hillside Children's Center, dadler@hillside.com
- Annette Semanchin, University of Buffalo, amsemanc@buffalo.edu

Connectedness is essential for healthy development and overall well-being (Chu, Saucier, & Hafner, 2010; Greeson, Usher & Grinstein-Weiss, 2009). Hillside Children's Center has effectively implemented the Family Finding Model to build connections for permanency for youth in child welfare. Family Driven Planning (FDP) is a new approach that modified Family Finding for individuals with developmental/intellectual disabilities.

In partnership with the University Of Buffalo School Of Social Work, a pilot project was implemented and evaluated to strengthen natural supports, improve overall quality of life, and measure potential cost savings. This workshop will highlight preliminary outcomes identifying FDP as a promising practice. Participants will learn how to use the Connection Scale (modified from Semanchin Jones & LaLiberte, 2013) to capture the quantity and quality of supportive connections. The five stage model of FDP will be illustrated; the second stage, “Expand the Circle of Support” will be highlighted for participants to gain tools and creative tips for widening and sustaining connections. Videos of pilot participants will be shown reflecting: present concerns for those at risk and in crisis; shared vision planning; life changing connections and moments; and the compassionate healing from life stories of loss, grief, trauma, resiliency, and most significantly, hope.

(Supportive Connections) Evelly
51. PrideAbility: The LGBTQIA I/DD Movement Grows!
   - James Huben, NYS DDPC, James.Huben@ddpc.ny.gov
   - Claire Miller, FREE: Cmiller02@familyres.org
   - Matthew Kuriloff, EEDA: MatthewK@eed-a.org
   - Rick Banner, People, Inc.: rbanner@people-inc.org

   PrideAbility is an exciting New York State Initiative, sponsored by the NYS Developmental Disabilities Planning Council, to expand the Lesbian Gay Bisexual Transgender Questioning Intersex and Ally (LGBTQIA) advocacy coalition for adults living with intellectual and developmental disabilities and their allies, staff and family members. The first phase of the PrideAbility initiative involves building capacity by expanding our network of LGBTQIA support and advocacy groups throughout the State. Workshops are being conducted in the 5 OPWDD regions. Workshop attendees will be invited to hear about and discuss models such as Forbidden Fruits, Eastern Long Island GSA and FREE To BE. Further phases will address education and socialization. This presentation will give attendees the opportunity to experience an abbreviated PrideAbility workshop and to actively assist in the growth of PrideAbility through an interactive feedback session.

52. Arts Integration into the Habilitation Plan
   - Tyler Larsen, Community Resources, tlarsen.cr.rec@gmail.com

   As providers, we are no strangers to individuals with outstanding talent. Some of us even have already established art clubs, bands, and choirs. So what makes art integration different? With true integration, the valued outcomes of the individuals are taught using the arts, and the arts are taught through their valued outcomes. Visual and performing arts can be written into both their day and residential habilitation plans as a method of learning other things. Individuals of all abilities can make substantial progress and reap the numerous benefits of an arts integrated program. The end result is someone learning how to spell their name through a piano and voice lesson, how to cook using crafting, or an individual learning dance while becoming an employable member of their community.
53. Improving staff retention: Creating a Preceptor Program for DSPs and FLSs

- Robin Cohen, CRVI, Robin.Cohen@crvi.org
- Meghan Maniaci, CRVI, Meghan.Maniaci@crvi.org
- Randy Vance, CRVI, Randy.Vance@crvi.org

In an effort to improve the staff retention rate in our residential programs, CRVI created two new positions. The Preceptor Coordinator for DSPs and the Preceptor Manager Coordinator for FLSs. As part of the onboarding team, these Preceptor positions are designed to bridge the gap between New Staff Orientation and the employees’ first 90 days of employment (and beyond).

The presenters will discuss the overall impact these positions have had on increasing the retention rate at CRVI. They will also discuss and break down the successes and challenges that were met along the way. Attendees of this presentation will also have the opportunity to learn about CRVI’s newest addition to the residential programs, the Employee Engagement Specialist (EES). The EESs are DSPs chosen for their exemplary dedication to the people they support, and are role models that demonstrate the knowledge and ethical skillset that reflects the DSP Core Competencies.

54. We Have a Bucket List Too!

- John M. McPhee, Greystone Programs, Inc., john.mcphiee@marist.edu
- Pattianne LaVeglia, Greystone Programs, Inc., plaveglia@greystoneprograms.org

What does it mean to effectively support a person as they age? What are some of the unique challenges that people with ID/DD face as they get older? How can we best support their dreams and continue to provide opportunities for people to live full and rich lives as they age? AARP has made significant strides in making sure that people who are in the “elderly” population are accepted and valued as full members of society. This needs to be especially stressed as people who have ID/DD continue to age.

By using current research, this workshop will first explore some of the issues of aging that people with ID/DD face. Secondly, we will present a variety of strategies that have been developed by Greystone Programs, Inc. to enhance a person’s quality of life as they age. Finally, we will foster a discussion to see what strategies have been developed in other agencies and/or specific living situations. (Participants will be asked to add their own perspective so that a true collaboration will occur.) In this manner we will see that the elderly person is the true Power of the Past and will truly be the Force for our future.

(Aging) Empire-Hotel
2:45 p.m. – 4:00 p.m. • Session VII

55. “Exploring Cultural Competency When Working with People with Developmental and Other Disabilities”
   - Arnold Ackerley, aackerley@sanys.org
   - Bridget Cariello, bcariello@sanys.org
   - Emily Ladau, emlad729@aol.com
   - Clint Perrin, cperrin@sanys.org
   - Mark Rogers, mr Rogersgrassroots@gmail.com

This presentation is open to all staff, providers, managers and administrators seeking to support rights, responsibilities, self-advocacy, best practice, and true quality and equity within multiple systems.

(CQL Accreditation & Personal Outcomes) Bellevue

56. A Holistic Approach to Leadership Development
   - Jozette Prescott, Services for the UnderServed
   - Jajaida Gonzalez, Services for the UnderServed
   - Tamba Aghailas, Services for the UnderServed

As Services for the UnderServed continues to build a culture that nurtures commitment and dedication to delivering quality services, support continual learning, and promotes innovation, professional growth and thoughtful leadership, we have created a Leadership Development Initiative specifically focused on identifying and growing leaders in our Developmental Disabilities Division. Our pilot focuses on preparing Direct Support Professionals for the role of Shift Supervisors; Shift Supervisors for Assistant Program Directors and Assistant Program Directors for critical thinking, developing/implementing systems, accountability/integrity, conflict resolution, time management and effective written and oratory communication. Representatives from Program Leadership, Human Resources and Training & Accreditation serve as committee members, curriculum builders, trainers and mentors in an effort. This collaborative approach ensures that we develop staff in a holistic way and use consistent quality indicators across all programs. Staff are paired with mentors who provide guidance, constructive feedback and a sounding board during the semester and for the tenure with SUS.

(Workforce) Nirvana

57. Jump Right In!
Don’t Fear The Fiscal Intermediary...
   - Danielle Wiltsie, Director of Independent Services, AIM Service, Inc.
   - Matt McMorris, Associate Director of Community Services, The Alternative Living Group, Inc.
   - Jennifer Teich, Assistant Director of Individualized Supports, AHRC New York City

In this session, there will be a panel of professionals who have been an integral part of beginning Fiscal Intermediary services within their agencies. This session will help rid you of your fears and will give you step by step advice on how and where to begin. The presenters will share their stories of success along with their challenges. From set up to start up you will walk out of this session energized and well equipped to add this to your choices in service delivery.

(All) Wapanak

58. The Willowbrook Mile
- Critical Lesson from the Past
   - Diane Buglioli, A Very Special Place, dbuglioli@avsny.org

This presentation will be a look at Willowbrook through the eyes of a young college student from 1969 to the expose in the early 70’s, the Consent Judgment, the deinstitutionalization and then the eventual move to community based service system in 1980. I will share pictures from the archives, anecdotes from my experience
as well as the plan for the Mile. *(Historical Perspective)*

**59. Quality Assurance with an Electronic Health Record: The change in the QA function when introducing and EHR in your agency.**

- Karen Niedermeier, Therap Services, LLC, karen.niedermeier@therapservices.net
- Cindy McDaid, The ARC Oswego County, cmcdaid@oswegoind.org
- Roslita Lilly, Liberty ARC, RoslitaL@libertyarc.org

The function for reviewing and auditing your agency changes significantly when introducing an electronic health record. The misconception exists that quality assurance has less of a role when records become electronic. Through our individual experiences in three different ARC’s across the state, we will discuss how the role of quality assurance changes with the implementation of electronic records, and how that role is more important than ever with that implementation. This presentation will discuss all the areas that agencies no longer review with implementation of an EHR, as well as all the new areas that need to be reviewed and accounted for because of the EHR. *(Administration, Technology)*

**60. The Power of Art**

- Jacqueline Stevens, DDI, Jacqueline.stevens@ddiny.org

The Power of creativity and a sense of accomplishment is vital in enriching the lives of the people we support. An art program is essential and yet so rewarding when creating art with others. Art lends the ability to express oneself. The individuals we support all have abilities. The amazing talents to draw, paint, and tell a story or illustration through expression is quite interesting.

Here, an engaging and thought provoking story of how I became interested in helping others through my passion of photography has yielded a personal journey in teaching others. Art is a learning process and never ends, the creativity and fearless individual’s approach I have been honored to witness is astounding. A series of photographs and artwork will be presented illustrating the Power of Art and the Power of the Individuals we support. *(Art, Innovation)*

**61. Be Inspired**

- Margaret Trollo, Community Resources, m.trollo@cr-si.org

Inspiration is the fire that keeps us creative, productive and effective but more importantly, it moves us to take action. With the constant changes and more to come, there are some days where inspiration is hard to find. Come on in as further discuss inspiration and not only what it is, but where to find it and how to keep it and spread it around! *(All to attend)*

**62. Mindfulness and the Potential for the Reduction of Inappropriate Behaviors**

- Lauren Melzer, IRI, lauren.melzer@in-res.org

The practice of mindfulness and of yoga has shown to be able to greatly reduce stress. It is also hypothesized that there is a great promise in reducing socially inappropriate behaviors, within the developmentally disabled population. Through the use of a biweekly yoga class, we attempted to quantitatively see if this was true with a number of people that we serve. Concepts of mindfulness, behavior reduction, as well as current literature will be discussed. *(Health & Wellness)*
Thursday, April 12th

4:15 p.m. – 6:00 p.m. • Art Exhibit & Reception

New York Alliance proudly presents its annual art exhibit by individuals with intellectual and developmental disabilities. The exhibit showcases the talent and creativity of people supported and served by our member agencies.

Art show sponsored by Chem Rx

5:30 p.m. • Regional Gatherings

- Mid-Hudson Region (see Sam Laganaro for details)
- New York City Region (see Ravi Dahiya for details)
- Joint Capital and Northern Regions (see Sarah Louer or Candy Opalka for details)

6:00 p.m. • Dinner

Dinner Music sponsored by Therap Services, LLC
Pianist sponsored by Advanced Egress Solutions

9:00 p.m. • DJ/ Karaoke Dance Party

Featuring DJ Darik Habel of Encore Productions. American Express Gift Cards ($100) will be awarded to the top two singers.

Conference Party sponsored by Vibrant
CLOSING PRESENTATION

Imaginative Caregiving: Follow the Individual’s Lead

Ron Suskind, Pulitzer-Prize-winning Wall Street Journal reporter.

Ron delves deeply into the unique method of emulative communication, called Affinity Therapy, that the Suskinds developed to help their youngest son Owen emerge from the shadows of autism. Audiences learn how the entire Suskind family worked to learn from a child with little speech, who memorized fifty Disney Animated movies. Over years, their son’s speech returned; he learned to read by scrolling credits, and eventually rewrote the Disney narrative arc in a story that’s been made into a major motion picture.

What’s the lesson? Listen to the individual, let them guide you. Ron focuses on the perspectives of the caregiver and the cared for, addressing the importance of finding a shared language of imagination and how myth, fable and legend are humanity’s longtime pathway to healing.

Not to be missed keynote presentation that will leave you more dedicated to the work that we do. (All) Bellevue

Closing Speakers sponsored by Abou, Dewan & Hanna
The New York Alliance Board of Directors and staff would like to express their gratitude to the following organizations for their conference sponsorship:

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  Judith Hanna, aboudewanhanna@aol.com

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  John Shannon, jshannon@butlerhumanservices.com

- **Chem Rx** • Art show
  Shelly Evans, shelly.evans@pharmerica.com

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  Peter Setaro, pietro.setaro@efleets.com

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  Christos Morris, christos@evero.com

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  Jack Kiley, Esq., jkiley@sheppardmullin.com
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• Pre-Conference Session I  
  Robert Bentson, bob@bentson.net

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  Jessica Robertson, jessicar@mitcsoftware.com

Vibrant • Conference DJ Party  
  Rick Langdon, rick@vibrantcompany.com

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  Jacquie Mastropietro, jmastropietro@precisioncare.com

SimplyHome, LLC • Policy Forum  
  Meghan O’sullivan, tech4dd@gmail.com

Therap Services, LLC • Banquet Music  
  Karen Niedermeier, Karen.niedermeier@therapservices.net

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  Sarah Szewczyk, szewczyks@nysarc.org

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  Brian Scott, brian.scott1@marist.edu

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Council on Quality and Leadership  
• Pre-Conference break  
  Leslie Stusiak-Drew, lstusiak@thecouncil.org

Crown Products • Music Caldwell  
  Howard Rosenzweig, hrosenzweig@crownproducts.com

Core Solutions • Music Mr. Browns  
  Megan Ptasznski, mptasznski@coresolutionsinc.com

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  Anna Young, ayoung@scioto.com

Majestic Foods, Inc. • Wednesday Break  
  Phil Maguire, majesticfoods@aol.com

United Concierge Medicine • Thursday Break  
  Laura Balogh, lbalogh@unitedconciergemedicine.com

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Salutes New York Alliance and their membership on their commitment to improve the lives of people with disabilities.

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Special benefits for New York Alliance for Inclusion and Innovation (NYAII) members include:

- 25% tuition discount for members on select graduate and adult undergraduate programs
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A supplemental needs trust (SNT) allows people with disabilities to protect funds for life-enhancing purchases without the risk of losing their eligibility for government benefit programs such as Supplemental Security Income (SSI) and Medicaid.

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Financial Management Services For Participant Directed Programs

The Mains’ FMS software system is designed for the sole purpose of providing participant directed software and services. Our FMS system currently hosts thousands of users throughout the US. We have won awards and acclaim for our software and our services.

It is our commitment to exceed our partners’ expectations and deliver exceptional customer service that sets us apart. We consider it a privilege to partner with public and private agencies and managed care organizations. We are committed to maintaining superior performance.

SUCCESS STORY

*The Mains’ system transformed the way we deliver and track the services provided to individuals and their families. Supporting a loved one in your own home with a disability is challenging, and with the creation of this program, Springbrook can ease some of that stress for families by streamlining the record keeping process. The whole Mains’ team has been beyond terrific to work with - from their attitude and enthusiasm to their knowledge and experience. They delivered the project on time, have always been responsive to our questions and developed a product that meets all of our needs. We have a true partnership.*

-Jack Sienkiewicz, Director of IT, Springbrook NY

For more information contact
Amy Mahaffey
763-416-9124
armahaffey@mainsl.com

SUCCESS STORY

OUR PARTNERS EXPERIENCE:
- A personal relationship with a trusted partner
- Industry specific FMS system that interfaces with existing systems - no added investment in software costs
- Accurate individual spending and balance information in real time
- Provides reporting and exporting files to assist with accurate and timely billing, payroll, vendor, and reimbursement payments
- Early fraud detection through system approval processes and edits prior to issuing payments
- User friendly employee and employer handbooks and tutorials
- Ability to review and print customized reports, at any time
- Ongoing enhancement of FMS support
- A lasting business relationship

Delivering exceptional customer service is our commitment to you. Pictured here is some of our FMS team members: Amy Mahaffey, FMS Director; Jim Young, IT Director; and Tina Chen, Tax Specialist.

NEW YORK ALLIANCE FOR INCLUSION & INNOVATION

ANNUAL CONFERENCE

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As New York Alliance’s 2018 Annual Conference winds down, we hope you have a renewed spirit and sense of commitment. We hope you have gained and shared a wealth of vital information and enjoyed meeting and greeting your colleagues from around New York State. On behalf of Louis Cavaliere, Ann Hardiman, the New York Alliance Board of Directors and staff, we thank you for joining us.
VISION STATEMENT

The New York Alliance for Inclusion & Innovation (New York Alliance) envisions a society where individuals with disabilities are contributing citizens with equal rights and the ability to live full, productive and meaningful lives.

MISSION STATEMENT

To serve as a catalyst for positive change and leading resource for individuals with disabilities, their families, and the organizations supporting them.

We do this through:
• Advocacy
• Education & Training
• Technical Assistance & Practice Improvement
• Advancing Sound Public Policy

CORE VALUES

Community: We foster choice and independence in diverse, inclusive communities and also inspire creativity and innovation, where people thrive and succeed

Leadership: We will build strong coalitions and engage key stakeholders to advocate for all people with disabilities, shape sound public policies which respond to people’s needs and support initiatives which advance positive, high quality outcomes

Collaboration: We will purposely develop strategic alliances to ensure that people with disabilities and all stakeholders embrace a truly person-centered system of supports and services

Integrity: We believe responsible words and actions which should be held to the highest standards of honesty, fairness, respect and professionalism

Equality: We value the rights of all people by fostering equal and fair treatment, respecting ideas and personal values and embracing diversity
Welcome to the Adirondacks!

It is our pleasure to welcome you to the 2018 New York Alliance Annual Conference!

Enjoy!

Ann M. Hardiman, President & CEO
and Louis Cavaliere, President